
Arbitration / Mediation / Factfinding

2007 RESUME / FEE SCHEDULE

EDUCATION:

Juris Doctor, *Order of the Coif*, Washington Univ. School of Law (1974)
Bachelor of Arts, Oberlin College (1969)

LICENSURE: Law Washington 1974

GENERAL EXPERIENCE:

Arbitrator / Mediator / Factfinder (1981-present)
Chairperson, Washington State Public Employment Relations Commission (1989-1996).
Member, King County Personnel Board (1981-1982)
Tribunal Chairperson, Washington Human Rights Commission (1980-1982)
Attorney, Davis, Wright, Todd, Riese & Jones (1974-1979): specialized in public and private sector labor law, including the representation of clients in mediation, arbitration, discrimination litigation, the negotiation of collective bargaining agreements, and representation in proceedings before administrative agencies or boards.

PROFESSIONAL AFFILIATIONS: National Academy of Arbitrators (Vice-President 2002-2004, Board of Governors (1998-2001); NAA Research & Education Foundation Board Member (1991-1997, 2006-2007); Washington State Bar Association; Washington Women Lawyers State Bar Association (Co-President 1986, Passing the Torch Award 1999).

ARBITRATION PANELS (Samples, not all-inclusive):

Federal Mediation and Conciliation Service (FMCS)
Washington Public Employment Relations Commission Dispute Resolution Panel
Oregon Employment Relations Board Panel of Factfinders and Arbitrators
Montana Board of Personnel Appeals

MLBPA and Major League Baseball (Salary Arbitration)
APFA and American Airlines National System Board
AFA and United Airlines National System Board
CWA and Cingular (District 7)
SPOG and City of Seattle (OPARB ADR)
WSPTA and Washington State Patrol
OFN and Kaiser Permanente

ARBITRATION EXPERIENCE

ISSUES: Absenteeism, Alcohol & Drug Abuse, Arbitrability, Bargaining Unit Work, Call-in/Call-back Pay, Contract Terms, Demotion, Discharge, Discipline, Discrimination, Dress Code, Grievance Mediation, Health & Welfare, Holidays & Holiday Pay, Incentive Rates/Standards, Insubordination, Job Classification, Job Evaluation, Job Posting & Bidding, Jurisdiction, Layoff, Bumping & Recall, Leave of Absence, Management Rights, Merit Pay, Overtime, Official Time, Other Fringe Benefits, Past Practice, Performance Appraisals, Promotions, Pensions, Rates of Pay, Reassignment, Red Circle Rates, Reductions in Force, Safety, Scheduling of Work, Seniority, Severance Pay, Sexual Harassment, Shift Hours, Sick Leave, Strike or Lockout, Subcontracting, Successorship, Training, Transfers, Union Business, Wages, Work Weeks, Work-Assignments.

INDUSTRIES: Aerospace, Agriculture, Airlines, Aluminum, Automotive, Bakery, Banking, Beverage, Broadcasting, Canning, Cement, Chemical, Clerical, Clothing, Coal, Communications, Construction, Education, Electrical Equipment, Electrical Communications, Electrical Appliances, Entertainment/Arts, Federal Sector, Food, Furniture, Glass, Heating & Ventilation, Health Care, Hotel/Restaurant, Iron, Local Government, Lumber, Machinery, Manufacturing, Maritime, Metal Fabrication, Mining, Nuclear Energy, Organizations, Packing, Paint & Varnish, Petroleum, Pharmaceutical, Plastics, Plumbing, Police & Fire, Print & Publishing, Public Sector Grievance & Interest Arbitration, Pulp & Paper, Railroads, Refrigeration & Air Conditioning, Retail Stores, Scientific Instruments, Service, Ship Building & Drydock Shoe, Steel, Stone, Textile, Transportation, Trucking & Storage, Utilities, Warehousing.

PUBLICATIONS: “Private Sector Labor Arbitration,” Arbitration and Mediation in Washington (WSBA 1989); “Gender Bias,” NAA Chronicle (May 1991); “Public Sector Labor Mediation and Arbitration,” Arbitration and Mediation in Washington (WSBA 1995, 1998 Supplement)

FEE SCHEDULE:

Labor Arbitrations / Factfinding: For all time spent working on a case, including travel, my standard per diem is \$1600. If a hearing lasts longer or less than a normal workday, the fee is prorated. Expenses incurred in hearing a case will also be billed (including the lowest fully refundable airfare available for convenient flights).

Mediation / Statutory Rights Arbitration: \$250 per hour plus expenses for employment disputes and non-grievance mediation.

Cancellation / Postponements: I end up having to turn down cases every month because all of my available hearing dates have been reserved for other cases. Consequently, if you reserve a date for the hearing and then settle the dispute or postpone the hearing, you will be subject to the following charges:

The full per diem will be charged for each reserved hearing day if the hearing is postponed or cancelled within ten (10) business days of the hearing. When cancellation or postponement occurs with more notice than that, one-half the daily per diem will be charged for each hearing day. The fee will be waived if a subsequent case is scheduled on the date(s) that you vacate.

For cases that go to hearing, my bill will allocate fees in accord with your contract language (if any), but both sides remain jointly and severally liable for payment in the event that one side defaults. Cancellation or postponement fees are automatically billed to the party initiating the cancellation or postponement unless I am informed in writing that you have mutually agreed otherwise or have contract language that requires a different allocation.